

GENDER PAY GAP FIGURES 2021

Difference in Pay of Men & Women

Difference in mean (average) hourly pay of men and women:

WOMEN ARE PAID
19.88%
LOWER THAN MEN

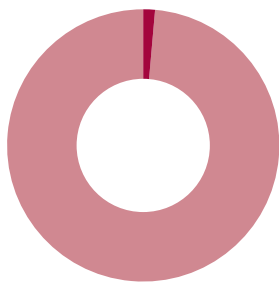
Difference in median (middle) hourly pay of men and women:

WOMEN ARE PAID
17.12%
LOWER THAN MEN

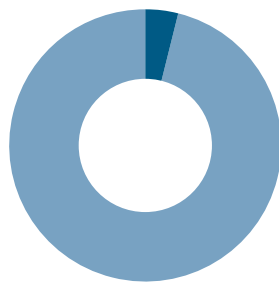
UK National Median Gender Pay Gap

Women are paid
15.4%
lower than men

Percentage of Men & Women Receiving Bonuses



Percentage of woman receiving bonuses **1.6%**



Percentage of men receiving bonuses **4.03%**

Difference in mean (average) bonus pay of men and women:

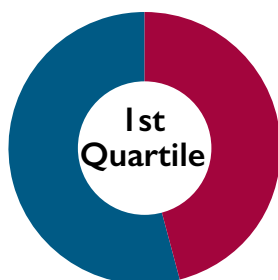
WOMEN ARE PAID
90.97%
HIGHER THAN MEN

Difference in median (middle) bonus pay of men and women:

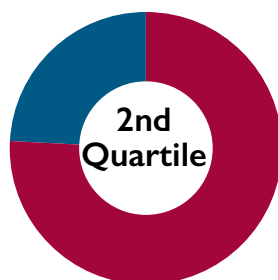
WOMEN ARE PAID
25.92%
HIGHER THAN MEN

Proportion of Men and Women in each Four Quartiles Pay Bands

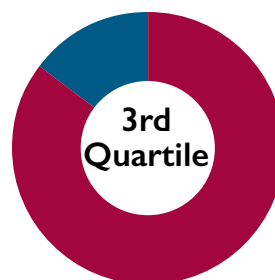
The average pay quartiles are calculated by again sorting the hourly rates for all staff male and female from lowest to highest and splitting the list into four equal sections. The first quartile is the lower end of the hourly rates and the fourth quartile is the higher end of the hourly rates.



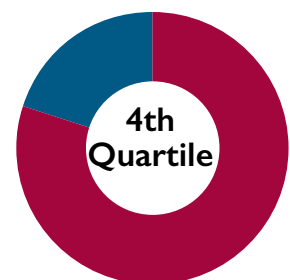
Female **46.05%**
Men **53.95%**



Female **76%**
Men **24%**



Female **85.34%**
Men **14.66%**



Female **80%**
Men **20%**